

# ERICA SHELLEY NELSON

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## **WORK EXPERIENCE:**

### **Vick, Julius, McClure, P.S.,** Woodinville, WA

*Associate Attorney, July 2017 – December 2023; Partner, December 2023 – present*

Represent public safety labor unions in labor contract negotiations, pre-disciplinary hearings, grievance arbitrations, and administrative hearings before the Washington State Public Employment Relations Commission (PERC); provide advice and counsel to union clients on public sector labor issues; draft labor agreements and proposals, briefs, and superior court pleadings; and prepare and present trainings and seminars for clients on collective bargaining matters in law firm specializing in the representation of public safety labor unions, including police and deputies, corrections, dispatchers, and police and sheriff's support unions.

### **Cline & Casillas,** Seattle, WA

*Associate Attorney, May 2014 – July 2017*

Represent unions in labor negotiations, grievance arbitrations, and administrative hearings before the PERC; assist and serve as a partisan arbitrator in interest arbitrations; and prepare and present trainings and seminars for union clients on collective bargaining matters in law firm specializing in the representation of public safety labor unions.

### **Scott, Kinney, Fjelstad & Mack,** Seattle, WA

*Associate Attorney, May 2010 – April 2014*

*Law Clerk, December 2002 - December 2004 (periodic)*

Draft motions, pleadings, pre-litigation demand letters, and conduct discovery; prepare for and attend motion hearings; deposed defendants and lay and expert witnesses; and otherwise participate in all aspects of civil litigation in law firm specializing in employment litigation, personal injury, and worker's compensation matters in state and federal court. Prepared for and tried numerous bench trials before the Board of Industrial Insurance Appeals.

### **Bertrand, Fox & Elliot,** San Francisco, CA

*Contract Attorney, October 2009 - May 2010*

*Associate Attorney, October 2007 - June 2008*

Drafted demurrers, motions, pleadings, and discovery; prepared for and attended motion hearings; and deposed plaintiff and lay witnesses in law firm specializing in the representation of public entities, including school districts, and police and fire departments, in civil litigation matters. Advised and counseled public entity clients in personnel issues.

### **Emison Hullverson, LLP,** San Francisco, CA

*Associate Attorney, June 2008 - October 2009*

Drafted pleadings, motions, discovery, pre-litigation demand letters, medical chronologies, and legal memoranda in law firm specializing in employment, personal injury, and medical malpractice cases.

**Burnham Brown, Oakland, CA**

*Associate Attorney, June 2006 - October 2007*

*Law Clerk, September 2005 - May 2006*

Performed legal research, drafted motions, discovery, and legal memoranda; deposed plaintiff and lay witnesses; and performed factual/evidentiary investigations in general civil litigation matters, including commercial, employment, products liability, insurance coverage, and personal injury matters. Argued at general motion and discovery hearings and appeared at case management conferences in state court.

**EDUCATION:**

**Gonzaga University School of Law, Spokane, WA**

*Juris Doctorate, May 2005*

- National Trial Team, Member, October 2003 - May 2005
- Moot Court Council, Vice-President, September 2004 - May 2005
- Women's Law Caucus, 1L Representative, September 2002 - May 2003

**Western Washington University, Bellingham, WA**

*Bachelor of Arts, Political Science, June 2001*

**BAR ADMISSIONS:**

**State Bar of Washington**

*Member, November 2010 - present*

**State Bar of California**

*Member, June 2006 – November 2012*

**PROFESSIONAL ACHIEVEMENTS:**

**Presentations & Publications**

*Presentations:*

- Panelist, "Floyd to ICE: Police Reform and Its Labor Consequences," *Northwest Chapter of LERA Conference*, Tacoma, Washington, April 2026.
- Panelist, "The Comeback Kid: Navigating Employees' Return to Work, including Accommodations, CBA Considerations and More," *Washington State Bar Association Labor & Employment Annual CLE*, Seattle, Washington, November 2025.
- Panelist, "Fundamentals of Union Representation in Washington State," *Washington Council of Police & Sheriffs LDG Conference*, Wenatchee, Washington, September 2025.
- Panelist, "Dance Like No One is Watching, Post Like your Employer Will View It: A Discussion on Off-Duty Conduct and Harassment," *Washington State Bar Association Labor & Employment Annual CLE*, Seattle, Washington, November 2024.

*Publications:*

- “Helping the Injured or Disabled Member: A Guidebook for the Washington Law Enforcement and Fire Union Representative,” (paperback), co-authored with Jim Cline, October 5, 2016.
- "Motherhood Made Me a Different and Better Attorney," *NW Lawyer*, Feb. 2014: 23-25. Print.
- "Common Law Claims," (Chapter Nine), *Washington Employment Law Deskbook*, 3<sup>rd</sup> ed., Washington State Association for Justice, 2013 and 2017 (revision).
- “The Hidden Culprit: Toxic Syringes,” Book Review, *Washington State Association for Justice Trial News* 49.2, Oct. 2013, at 19.
- “The Gift That Keeps On Taking: How Retailers Can Prevent Gift Card Fraud,” *California Retailers Association, Golden State Report*, June 2007, at 3-4.

**Washington Law & Politics**

*Selected for the 2013, 2014, 2015, 2016, and 2017 “Rising Stars” List for Employment Litigation: Plaintiff*

**PROFESSIONAL MEMBERSHIPS:**

**AFL-CIO Union Lawyers Alliance**

*January 2026 to present*

**Washington State Bar Association, Labor & Employment Section Executive Committee**

*January 2015 – September 2018*

**Washington Employment Lawyers Association, *April 2013 – July 2017***

**Washington State Association for Justice, Member, *December 2010 – July 2017***